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SENATE BILL 5200

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State of Washington

57th Legislature

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By Senators McAuliffe, Carlson, Franklin, Morton, Patterson, Eide, Finkbeiner, Kline, Fairley, Jacobsen, Prentice, Johnson, B. Sheldon, Regala, Snyder and Kohl-Welles

Read first time 01/15/2001. Referred to Committee on Education.

1 AN ACT Relating to supplemental contracts for retaining or  
2 recruiting certificated staff; and amending RCW 28A.400.200.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 **Sec. 1.** RCW 28A.400.200 and 1997 c 141 s 2 are each amended to  
5 read as follows:

6 (1) Every school district board of directors shall fix, alter,  
7 allow, and order paid salaries and compensation for all district  
8 employees in conformance with this section.

9 (2)(a) Salaries for certificated instructional staff shall not  
10 be less than the salary provided in the appropriations act in the  
11 statewide salary allocation schedule for an employee with a  
12 baccalaureate degree and zero years of service; and

13 (b) Salaries for certificated instructional staff with a  
14 masters degree shall not be less than the salary provided in the  
15 appropriations act in the statewide salary allocation schedule for  
16 an employee with a masters degree and zero years of service;

17 (3)(a) The actual average salary paid to basic education and  
18 special education certificated instructional staff shall not

1 exceed the district's average basic education and special  
2 education program certificated instructional staff salary used for  
3 the state basic education allocations for that school year as  
4 determined pursuant to RCW 28A.150.410.

5 (b) Fringe benefit contributions for basic education and  
6 special education certificated instructional staff shall be  
7 included as salary under (a) of this subsection only to the extent  
8 that the district's actual average benefit contribution exceeds  
9 the amount of the insurance benefits allocation provided per  
10 certificated instructional staff unit in the state operating  
11 appropriations act in effect at the time the compensation is  
12 payable. For purposes of this section, fringe benefits shall not  
13 include payment for unused leave for illness or injury under RCW  
14 28A.400.210; employer contributions for old age survivors  
15 insurance, workers' compensation, unemployment compensation, and  
16 retirement benefits under the Washington state retirement system;  
17 or employer contributions for health benefits in excess of the  
18 insurance benefits allocation provided per certificated  
19 instructional staff unit in the state operating appropriations act  
20 in effect at the time the compensation is payable. A school  
21 district may not use state funds to provide employer contributions  
22 for such excess health benefits.

23 (c) Salary and benefits for certificated instructional staff in  
24 programs other than basic education and special education shall be  
25 consistent with the salary and benefits paid to certificated  
26 instructional staff in the basic education and special education  
27 programs.

28 (4) Salaries and benefits for certificated instructional staff  
29 may exceed the limitations in subsection (3) of this section only  
30 by separate contract for additional time, additional  
31 responsibilities, or incentives that include but are not limited  
32 to retaining or recruiting certificated instructional  
33 staff. Supplemental contracts shall not cause the state to incur  
34 any present or future funding obligation. Supplemental contracts  
35 shall be subject to the collective bargaining provisions of  
36 chapter 41.59 RCW and the provisions of RCW 28A.405.240, shall not  
37 exceed one year, and if not renewed shall not constitute adverse  
38 change in accordance with RCW 28A.405.300 through 28A.405.380. No

1 district may enter into a supplemental contract under this  
2 subsection for the provision of services which are a part of the  
3 basic education program required by Article IX, section 3 of the  
4 state Constitution.

5 (5) Employee benefit plans offered by any district shall comply  
6 with RCW 28A.400.350 and 28A.400.275 and 28A.400.280.

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